

Georgia Southern University Digital Commons@Georgia Southern

Faculty Senate Index

Faculty Senate Documents

11-5-2009

Ombudsman Position for Temporary and Non-Tenure-Track Faculty

Sonya Huber
Georgia Southern University

Faculty Welfare Committee

Follow this and additional works at: <https://digitalcommons.georgiasouthern.edu/faculty-senate-index>



Part of the [Higher Education Administration Commons](#)

Recommended Citation

Huber, Sonya and Faculty Welfare Committee, "Ombudsman Position for Temporary and Non-Tenure-Track Faculty" (2009). *Faculty Senate Index*. 180.
<https://digitalcommons.georgiasouthern.edu/faculty-senate-index/180>

This motion request is brought to you for free and open access by the Faculty Senate Documents at Digital Commons@Georgia Southern. It has been accepted for inclusion in Faculty Senate Index by an authorized administrator of Digital Commons@Georgia Southern. For more information, please contact digitalcommons@georgiasouthern.edu.

Approved by the Senate:

Not Approved by the Senate:

Approved by the President:

Not Approved by the President:

Ombudsman Position for Temporary and Non-Tenure-Track Faculty

Submitted by Sonya Huber for the FWC

11/5/2009

Motion:

Move that the Faculty Senate create an Ombudsman position to be filled by a tenured faculty member to act as an advocate for the concerns raised by temporary and non-tenure-track faculty. The Ombudsman will be appointed by the SEC for a 2-year term. The Ombudsman will report to the SEC and give a brief report at Senate Meetings. The Ombudsman and SEC may determine to conduct further business before the Senate.

The Ombudsman is responsible for meeting with temporary instructors, temporary assistant professors, temporary associate professors, temporary professors, lecturers and senior lecturers twice each semester as well as being reasonably available for individual and small-group meetings with individuals who serve in those capacities. Minutes from the formal meetings will be recorded and sent to the Senate Secretary.

Rationale:

Temporary and non-tenure-track faculty deserve a legitimate avenue for airing concerns in a manner that is non-threatening and anonymous because they are the most vulnerable faculty. Mechanisms for raising issues include the Request for Information and the Senate motion, but neither of these is anonymous or provides avenues for these faculty members to compile, monitor, and address concerns specific to their job class.

Response:

Motion Request submitted by Sonya Huber on behalf of Faculty Welfare Committee: "Ombuds Position for temporary and Non-Tenure Track Faculty."

Sonya Huber (CLASS): The second motion has a typo in the title; it should read "Ombudsman Position for Temporary and Non-Tenure Track Faculty." Huber moved that:

"The Faculty Senate create an Ombudsman position to be filled by a tenured faculty member to act as an advocate for the concerns raised by temporary and non-tenure-track faculty. The Ombudsman will be appointed by the SEC for a two-year term. The Ombudsman will report to the SEC and give a brief report at Senate Meetings. The Ombudsman and SEC may determine to conduct further business before the Senate."

Clara Krug (CLASS): "I would like to speak in favor of this motion, as former chair of the Faculty Grievance Committee for a number of years. It is true that temporary and non-tenure track faculty are not able to come to the Faculty Grievance Committee. There was a case, when a previous Provost was Provost, where a temporary faculty member had not had a renewal of his/her contract, and he/she came to the Grievance Committee and we found out at that time that because that contract had not been renewed, he/she had no status at the University and therefore could not participate in the Grievance Procedures.

That person did not know about it. If there had been an ombudsperson we might have been able to let the person know a little bit differently if the people had known in advance we might have been able to figure something out."

Pat Humphrey (COST) asked what the requirements for being appointed to this position would be. "Do they have to be a Senator? Could they be anyone? You're talking about appointing someone for a two-year term."

Sonya Huber (CLASS) said the committee wanted a tenured-faculty member, either a Senator or a non-Senator. This person would be appointed by the SEC, and the SEC would be charged with evaluating qualifications.

Richard Flynn (CLASS) wondered whether or not this motion is consistent with the Bylaws of the Faculty Senate.

Bob Cook (CIT) Parliamentarian: "The Faculty Senate has the ability to appoint an ad hoc committee at any time; this would basically a committee of one, but I don't think the intention of that was that it would be an in-perpetuity kind of committee. It appoints individuals with responsibilities like the Librarian, for example, so I agree with Richard that if the Senate is going to be appointing someone then it would either be added as a responsibility position and then decided whether [the person be from] the Senate Executive Committee or the Senate labeled as with the other people. That makes the motion out of order because you can't pass something that wouldn't have any effect."

Cook continued, "There's an Article III on Officers, and I think if you're going to have an Ombudsman for a substantial number of people that it would be sort of a cachet to have it be an officer. And that being the case, it would go either before or after Section 6 and 7, which are the duties of the Senate Secretary and the duties of the Senate Librarian. And then it has an (a) and a (b) and appointment and basically all the work that you've already done would just be turned into one of those sections. And then we would have a reading of it and then vote on it at the next meeting after the reading."

Michael Moore (COE), Senate Moderator, noted that it requires a two-thirds vote of the Senate.

Pat Humphrey (COST) said that "this position looks like it could possibly a very heavy time-sink and I think you should consider that in terms of drafting some appropriate potential remuneration, because otherwise how is the SEC ever going to get somebody to agree to take it?"

Sonya Huber (CLASS) said the committee thought it might be possible to arrange for a course release, and she agreed that it might be better as a one-year position.

Fred Smith (LIB): "In the SEC's discussion Caren Town suggested that perhaps another tack to take would be to see if these positions could have a seat on the Welfare Committee itself."

Michelle Haberland (CLASS) added that "The American Association of University Professors has been working very hard on this particular issue over the last seven months or so, and if we were to give or allocate a position or make some sort of officer position for temporary faculty I think we would be much more in line with where the

AAUP is going and what they have already done. That's something we should consider here at Georgia Southern University."

Bob Cook (CIT) Parliamentarian: Another option would be to have this person have a seat on the Faculty Senate, but Sonya Huber (CLASS) said that the committee "thought that opened the can of worms of then having Senators representing specific classes of faculty which might make things really complicated."